

APPENDIX A
INCUMBENT MIX OF CHICAGO FIRE DEPARTMENT
1980, 2017, and 2020

United States v. Albrecht, 80-C-1590 (N.D. Ill.)

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INCUMBENT MIX OF CHICAGO FIRE DEPARTMENT
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Total Personnel Across All Ranks (i.e., Firefighter, Engineer, Lieutenant, Captain, and Battalion Chief)

Race/Ethnicity	1980	2017	2020
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White	3,870 (83.91% of total personnel)	2,553 (65.11% of total personnel)	2,547 (64.66% of total personnel)
Black	603 (13.07% of total personnel)	742 (18.92% of total personnel)	663 (16.83% of total personnel)
Hispanic	136 (2.95% of total personnel)	565 (14.41% of total personnel)	661 (16.78% of total personnel)
Other Race/Ethnicity	3 (.07% of total personnel)	61 (1.56% of total personnel)	68 (1.73% of total personnel)
Total Personnel in all Ranks Combined	4,612	3,921	3,939
<i>Total Hispanic and Black Personnel (i.e., total representation)</i>	<i>739 (16.02% of total personnel)</i>	<i>1,307 (33.33% of total personnel)</i>	<i>1,324 (33.61% of total personnel)</i>

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Total Personnel in Promotional Ranks Only (*i.e.*, Engineer, Lieutenant, Captain, and Battalion Chief)

Race/Ethnicity	1980	2017	2020
White	1,484 (93.63% of total promotional ranks)	960 (73.17% of total promotional ranks)	960 (72.56% of total promotional ranks)
Black	79 (4.98% of total promotional ranks)	212 (16.16% of total promotional ranks)	206 (15.57% of total promotional ranks)
Hispanic	21 (1.33% of total promotional ranks)	124 (9.45% of total promotional ranks)	138 (10.43% of total promotional ranks)
Other Race/Ethnicity	1 (0.06% of total promotional ranks)	16 (1.22% of total promotional ranks)	19 (1.44% of total promotional ranks)
Total Personnel in Promotional Ranks (Engineer, Lieutenant, Captain, and Battalion Chief)	1,585	1,312	1,323
<i>Total Hispanic and Black Personnel in Promotional Ranks (<i>i.e.</i>, Hispanic and Black representation)</i>	<i>100 (6.31% of total promotional ranks)</i>	<i>336 (25.61% of total promotional ranks)</i>	<i>344 (26% of total promotional ranks)</i>

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Rank: Firefighter

Race/Ethnicity	1980	2017	2020
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White	2,386 (78.82% of all Firefighters)	1,593 (61.06% of all Firefighters)	1,587 (60.67% of all Firefighters)
Black	524 (17.31% of all Firefighters)	530 (20.31% of all Firefighters)	457 (17.47% of all Firefighters)
Hispanic	115 (3.80% of all Firefighters)	441 (16.90% of all Firefighters)	523 (19.99% of all Firefighters)
Other Race/Ethnicity	2 (0.07% of all Firefighters)	45 (1.73% of all Firefighters)	49 (1.87% of all Firefighters)
Total Firefighters	3,027	2,609	2,616
<i>Total Hispanic and Black Firefighters (i.e., total representation)</i>	<i>639 (21.11% of all Firefighters)</i>	<i>971 (37.21% of all Firefighters)</i>	<i>980 (37.46% of all Firefighters)</i>

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Rank: Engineer

Race/Ethnicity	1980	2017	2020
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White	473 (91.31% of all Engineers)	260 (71.23% of all Engineers)	317 (68.91% of all Engineers)
Black	37 (7.14% of all Engineers)	64 (17.53% of all Engineers)	83 (18.04% of all Engineers)
Hispanic	7 (1.35% of all Engineers)	34 (9.32% of all Engineers)	52 (11.31% of all Engineers)
Other Race/Ethnicity	1 (0.20% of all Engineers)	7 (1.92% of all Engineers)	8 (1.74% of all Engineers)
Total Engineers	518	365	460
<i>Total Hispanic and Black Engineers (i.e., total representation)</i>	<i>44 (8.49% of all Engineers)</i>	<i>98 (26.85% of all Engineers)</i>	<i>135 (29.35% of all Engineers)</i>

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Rank: Lieutenant

Race/Ethnicity	1980	2017	2020
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White	681 (94.06% of all Lieutenants)	448 (72.72% of all Lieutenants)	390 (72.62% of all Lieutenants)
Black	32 (4.42% of all Lieutenants)	89 (14.45% of all Lieutenants)	73 (13.59% of all Lieutenants)
Hispanic	11 (1.52% of all Lieutenants)	72 (11.69% of all Lieutenants)	66 (12.29% of all Lieutenants)
Other Race/Ethnicity	0 (0.00% of all Lieutenants)	7 (1.14% of all Lieutenants)	8 (1.50% of all Lieutenants)
Total Lieutenants	724	616	537
<i>Total Hispanic and Black Lieutenants (i.e., total representation)</i>	<i>43 (5.94% of all Lieutenants)</i>	<i>161 (26.14% of all Lieutenants)</i>	<i>139 (25.88% of all Lieutenants)</i>

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Rank: Captain

Race/Ethnicity	1980	2017	2020
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White	187 (94.92% of all Captains)	139 (71.65% of all Captains)	157 (79.70% of all Captains)
Black	8 (4.06% of all Captains)	42 (21.65% of all Captains)	20 (10.15% of all Captains)
Hispanic	2 (1.02% of all Captains)	12 (6.18% of all Captains)	17 (8.63% of all Captains)
Other Race/Ethnicity	0 (0.00% of all Captains)	1 (0.52% of all Captains)	3 (1.52% of all Captains)
Total Captains	197	194	197
<i>Total Hispanic and Black Captains (i.e., total representation)</i>	<i>10 (5.08% of all Captains)</i>	<i>54 (27.83% of all Captains)</i>	<i>37 (18.78% of all Captains)</i>

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Rank: Battalion Chief

Race/Ethnicity	1980	2017	2020
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White	143 (97.95% of all Battalion Chiefs)	113 (82.48% of all Battalion Chiefs)	96 (74.41% of all Battalion Chiefs)
Black	2 (1.37% of all Battalion Chiefs)	17 (12.41% of all Battalion Chiefs)	30 (23.26% of all Battalion Chiefs)
Hispanic	1 (0.68% of all Battalion Chiefs)	6 (4.38% of all Battalion Chiefs)	3 (2.33% of all Battalion Chiefs)
Other Race/Ethnicity	0 (0.00% of all Battalion Chiefs)	1 (0.73% of all Battalion Chiefs)	0 (0.00% of all Battalion Chiefs)
Total Battalion Chiefs	146	137	129
<i>Total Hispanic and Black Battalion Chiefs (i.e., total representation)</i>	<i>3 (2.05% of all Battalion Chiefs)</i>	<i>23 (16.79% of all Battalion Chiefs)</i>	<i>33 (25.59% of all Battalion Chiefs)</i>

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